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MEMORANDUM FOR: Acting Director of Central Intelligence

FROM : Sayre Stevens
Deputy Director for Intelligence

SUBJECT : Revision in Trial Period

REFERENCE : Memorandum from D/Pers to ADCI, dtd 15 Feb 77,
same subject

1. I concur with the Director of Personnel's opinion that the one year trial period is too short. Since his proposal allows for appeal after the first year, I question, however, whether this would truly be extending the probationary period beyond one year. It occurs to me that the pressures to make a decision during the first year will be unchanged--as will the reluctance of supervisors to face up to separating employees after the first year. Thus, I believe it will negate the value of extending the probationary period if we provide for an appeal procedure.

2. Instead, I would favor a two-year probationary period on the basis that it would provide a reasonable time to evaluate the performance of a new employee but would not be so long that we would be unfair to the employee.

3. I recommend that the authority for separation within the two years be delegated to the Director of Personnel without the appeal procedure but with adequate justification as suggested in referenced memorandum.

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Sayre Stevens

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